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A suggested Model for Job description of the Agricultural Extension Workers in the Kurdistan region of Iraq

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Abstract

The aim of the study was to develop a suggested model for job description of the Agricultural Extension workers in the Kurdistan region of Iraq, and identifying the current situation for job description of the Agricultural extension workers in the Kurdistan Region. Also, preparing a suggested model for job description that deal with the weaknesses and combine the new attitudes by agriculture in the Kurdistan Region of Iraq.

The research populations were including the Extension Organizations which consist of (public authority for extension and agricultural research, directorates of agricultural extension in the governorates, extension centers in the Districts, Sub-districts and Villages).

A convenience sample was selected for representing the managers in the extension centers were showing the (%68, 18) of (30) extension managers. Another, were selected from Agricultural Extension workers showing (%50, 20) of (120) extension workers, as well as (5) directors in the agricultural extension governorates, so the total reached (155) respondents.

According to the literature and previous studies due to the subject of the research developed were two elements, eight fields and sixty eight items, formed the preliminary version of the model. The model were displayed to seventeen experts and specialists in the field of agricultural extension, management and psychological sciences, to judge the validity and importance of what came in the table of characteristics, according to the elements, fields and items selected earlier, experts can judge how much the table is appropriate and valid. The following statistical techniques were used in data analysis: replicates, percentages, means, range, weighted arithmetic mean, correction factor, chi square test, percentile weight, Alpha-Chronbach Coefficient method and t-test.

The research results reached that; unclear of the agricultural extension work in the workers, because lack of duties in the job description for workers in the governorates of the Kurdistan.

The research reached to a conclusion that; all those contained in this study were in agreement with the (79) items of suggested model, distributed over (8) fields and (2) elements (qualifications, tasks). The recommendations were applied of the suggested model in the current situation of the work of agricultural extension in the Kurdistan Region with providing all the requirements to make it a successfully.

INTRODUCTION

Management occupies such an important place, because it is a vital aspect of the economic life of man, thus in the modern world, which is an organized group activity. Management provides leadership to a business enterprise [1].

In many different ways can be defined Management. According to F.W. Taylor -"Art of knowing what you want to do and then seeing that it is done the best and cheapest way [2] .Also According to Koontz and Donnel, "Management is the direction and maintenance of an internal environment in an enterprise where individuals working in groups can perform efficiently and effectively towards the attainment of group goals" It is the art of getting the work done through and with people in formally organized groups. [3]

Job description refers to a written description of the work performed by the employee, the beginning of the essential business data elements that define the work. Generally, it consists of general background information on the work and includes the name of a business career and a short paragraph summary of the basic objectives that must be achieved by the employee, and the detailed terms of the duties and responsibilities, with the description of each duty and responsibility in a separate paragraph. The description also shows the function relationships, knowledge, skills and necessary tasks of the job report by AOAD.

The organization of the agricultural extension in Iraq shares some problems with the extension organization in the Arab countries almost confirmed by a report (AOAD) [4]. The lack of job description for workers in the agricultural extension is one sign of the obstacles related to extension staff [5]. There are some organizational problems that faced by extension organization in Iraq; including the absence of the objectives, specific tasks and brochure to extension work at the central point and the rest of the others. This issue is not far from the extension organizations in the Kurdistan Region, which has the same problems are going through from lack of specific objectives for the extension organization clearly at all organizational levels, weakness of job description for all workers in the extension organization this was confirmed by Al-Jaff, [6] and Al-Doski [7].The result of all the previous studies and the lack of previous researches concerned the job description of the Agr. Ext. workers in the Region. This research has conducted to answer the following questions:

1. What is the current situation for job description of Agr. Ext. workers in the Kurdistan Region in term of its elements and items?
2. What is a suggested model for job description of Agr. Ext. workers in the Kurdistan Region of Iraq?

Research Objectives: The research objectives conduct the following:

1. Identifying the current situation for job description of the Agr. Ex. workers in the Kurdistan Region of Iraq.
2. To suggest a model for job description of the Agr. Ex. workers in the Kurdistan Region of Iraq through:

Research Hypothesis:

1. There is a significant difference between the categories regarding the sample of the respondents and their approval to the elements of a suggested model for job description of Agr. Ex. workers in the Kurdistan Region of Iraq.

2. There is a significant difference between the categories regarding the sample of the respondents and their approval to the items a suggested model for job description of Agr. Ext. workers in the Kurdistan Region of Iraq.

MATERIALS AND METHODS

***Research Population*:** The research population includes the following:

1. Governorates: (Erbil, Sulaimani, Duhok and Halabja). 2. Organizations:

***A**. Extension organizations include:*

- Public authority for Extension and Agr. research.
- Directorates of Agr. Ext. in the governorates.
- Extension centers in the Districts, Sub-districts and Villages.

B. Extension employees:

- General Director of public authority for Extension and Agr. Research.
- Directors of Agri. Ext. directorates in the governorates totaling (4) directors.
-Directors of Ext. centers in the districts. Sub-districts and villages totaling (44) directors.
- Workers in the Ext. centers totaling (239) Agr. workers.

Research Sample:

1. Ext. directorates: Convenience sample were taken around (68.18%) of the managers of Extension centers which their number are (44) managers,(30) of them were taken,

2. Ext. workers: Convenience sample were taken around (50.20%) of the Agr. Ext. Workers which their number are (239) Ext. workers, (120) of them were taken,

Thus; the total number of respondents become (155) respondents, (35) managers and (120) agricultural workers.

RESULTS AND DISCUSSIONS

*Adequate tasks for the Agricultural Extension workers***:** Results have indicated that (78.06%) of the respondents of all the categories confirmed the lack of adequate tasks for Agr. Ext. workers in the Kurdistan Region of Iraq, while (21.94%) of the respondents that there are adequate tasks as shown in the table below:

Table -1: Distribution of the respondents according to the adequate tasks for the Agr. Ext.workers.

Respondents / Tasks	Ex. Admin.		Ex. Workers		Total		dX^2	D.F	s.f
	N	%	N	%	N	%			
Yes	10	28.57	24	20	34	21.94	1,16	2	N.S
No	25	71.43	96	80	121	78.06			
Total	35	100	120	100	155	100			

The respondents who answered yes; for those were adequate tasks for the Agr.Ext. Workers in the Kurdistan Region of Iraq have listed, no real tasks, because they have stated their own opinions based on their work locations.

To compare the respondents categories regarding to the presence or absence the adequate tasks for the Agr. Ext. workers in the Kurdistan Region of Iraq, Chi square test was used with a calculated value of (1.16) which means that; the value less than the tabulated value of (5.99) at (0.05) significance level and (2) degree of freedom. It refer that, there was no significant difference between the respondents, which means that the adequate tasks were not clear in the Kurdistan Region of Iraq. Hence; the hypothesis was rejected.

Scientific qualifications: The suggested items were (5), in the field of scientific qualifications gained weighted means in the range of (4.26-4.66) with percentile weight of (85.2-93.2%), thus all the items are retained in the final form of job description model as every item gained a weighted mean of agreement higher than the central premise of (3) scores as shown in the table below:

Table -2: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of scientific qualifications.

Elements	Fields	Items	Rankings	Wei. Arith. mean		Av. of Wei arith. mean	Percentile Wei.
				Ex. Admin.	Ex. workers		
Qualifications	1. Scienticqualifications	1. Scientific degree: B.Sc. from agricultural (Faculties, college) or diploma degree from Agricultural institute.	5	4.46	4.33	4.40	88
		2. Specialization: It is preferred that Agr.l Ext. worker is specialized in Agr.l Ext..	4	4.23	4.28	4.26	85.2
		3. Work experience: It is preferred that worker has a minimum of (3) years' work experience in Agr. Ex..	2.5	4.51	4.34	4.43	88.6
		4. Participation in training course: In the fields of Agr. Ext.	1	4.77	4.54	4.66	93.2
		5. It is preferred to designate workers from the work and experience in the rural area.	2.5	4,57	4.29	4.43	88.6
Mean of respondents agreement scores on items				4.51	4.36	4.44	88.7

n = 155

As it is seen from table (2) that the item (Participation in training course: In the fields of Agr. And Ext.) were ranked the first place according to the importance and percentile weight, with an average of weighted means of (4.66) and percentile weight of (93.2%), which is higher than the average of other items. The importance

and percentile weight, the item (Scientific degree: B.Sc. from agricultural or diploma degree from institute) gained the last rank, with an average of weighted mean of (4.40) and percentile weight of (88%) which is less than the average of weighted means of other items.

To compare the respondents categories in term of their agreement on the element of the suggested model, t-test was used with a calculated value of (1.587), which is less than the tabulated value of (1.860) at (0.05) significance level and (8) degrees of freedom. This refer that; there is no significant differences between agreement score means of respondents to the suggested elements of the model in the field of scientific qualifications, hence the hypothesis was rejected.

Physiological qualifications: The suggested items were (2), in the field of physiological qualifications gained weighted means in the range of (4.66-4.69) with percentile weight of (93.2-93.8%) thus all the items are retained in the final form of job description model, as every item gained a weighted mean of agreement scores higher than the central premise of (3) scores as shown in table below:

Table- 3: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of physiological qualifications.

Elements	*Fields*	*Items*	*Rankings*	*Wei. Arith. mean*		*Av. of Wei arith. mean*	*Percentile Wei.*
				Ext. Admin.	*Ex. workers*		
Qualifications	*Physiological*	*1. Viability: Which indicates activity, healthy body, mind and soul? These factors help workers in doing their tasks properly and adequately.*	*2*	*4.77*	*4.54*	*4.66*	*93.2*
		2. Cleverness: Is the ability to understand problems and finding the solutions.	*1*	*4.77*	*4.61*	*4.69*	*93.8*
		Mean of respondents agreement scores on items n = 155		*4.77*	*4.58*	*4.67*	*93.5*

As it is seen from table (3) that the item (Cleverness) ranked the first place according to importance and percentile weight, with an average of weighted means of (4.69)degree and percentile weight of (93.8%). This could be due to the success of extension worker which depends on his cleverness and how he/she deals with farmers and make an impact. On the other hand and based on importance and percentile weight, the item (Viability) gained the last rank, with an average of weighted means of (4.66) degree and percentile weight of (93.2%) which is less than the average of weighted means of other item. This might result from the fact that all the respondents were had healthy body, mind and soul before being appointed in their positions.

To compare the respondents categories in term of their agreement on the element of the suggested model, t-test was used with a calculated value of (2.157), was less than the tabulated value of (2.920) at (0.05) significance level and (2) degrees of freedom. It refers that; there was no significant differences between means of agreement score of respondents to the suggested elements of the model in the field of physiological qualifications. Hence, the hypothesis was rejected.

Psychological qualifications: The suggested items were (4), in the field of psychological qualifications gained weighted means in the range of (4.53-4.76) degree with percentile weight of (90.6-95.2%), thus all the items are retained in the final form of job description model as every item gained a weighted mean of agreement scores higher than the central premise of (3) scores as shown in the table below:

Table 4: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of psychological qualifications.

Elements	*Fields*	*Items*	*Rankings*	*Wei. Arith. mean*		*Av. of Wei arith. mean*	*Percentile Wei.*
				Ext. Admin.	*Ex. workers*		
Qualifications	*3. Psychological*	*1. Creativity and innovation: Agr. Ex. workers should have the ability to innovate which is based on self-confidence, courage and decisiveness*	***2***	***4.80***	***4.60***	***4.70***	***94***
		2. Aspiration: Extension workers should have a level of aspiration for achievement that is proper to their abilities.	***4***	***4.57***	***4.48***	***4.53***	***90.6***
		3. Emotional balance: Extension workers should know how to balance emotions effectively without causing harm to him or the others.	***3***	***4.74***	***4.49***	***4.62***	***92.4***
		4. Passion to work in agriculture and work with rural people.	***1***	***4.91***	***4.61***	***4.76***	***95.2***
		Mean of respondents agreement scores on items		***4.76***	***4.55***	***4.65***	***93.0***
		n = 155					

As it is seen from table (4) that the item(Passion to work) ranked the first place according to importance and percentile weight, with an average of weighted means of (4.76) degree and percentile weight of (95.2%),which is higher than the average of other items.

However, and based on the importance and percentile weight, the item (Aspiration) gained the last rank, with an average of weighted means of (4.53) degree and percentile weight of (90.6%) which is less than the average of weighted means of other items. This could be attributed to the fact that aspiration of Agr. Ext. workers are not consistent with their abilities and capacities. To compare the respondents of categories in term of their agreement on the element of the suggested model, t-test was used with a calculated value of (3.308), which is more than the tabulated value of (3.143) at (0.01) significance level and (6) degrees of freedom. This means, it was significant differences between agreement score means of the respondents to the suggested elements of the model in the field of psychological qualifications, therefore the hypothesis is accepted.

Social qualifications: The suggested items were (3), in the field of social qualifications gained weighted means in the range of (4.60-4.75) degree with percentile weight of (92-95%), therefore all the items are retained in the final form of job description model as every item gained a weighted mean of agreement scores higher than the central premise of (3) scores as shown in the table below:

Table -5: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of social qualifications.

Elements	Fields	Items	Rankings	Wei. Arith. mean			
				Ext. Admin.	Ex. workers	Av. of Wei arith. mean	Percentile Wei.
Qualifications	4. Social	1. Cooperation: Ext. workers should be cooperative with their coworkers and appreciate their efforts in order to have a positive feedback and cooperation of the workers with the others.	1	4.86	4.64	4.75	95
		2. Feeling about others: Ext. workers should be kind and taking care of the famers with whom they work with.	2	4.86	4.61	4.74	94.8
		3. Responsibility: Carefully implementation of extension tasks and takes responsibility.	3	4.71	4.48	4.60	92
		Means of respondents agreement scores on items n = 155		4.81	4.58	4.70	93.93

From the table (5) the item (Cooperation) Ranked the first place according to importance and percentile weight, with an average of weighted means of (4.75) and percentile weight of (95%), which is higher than the average of other items.

On the other hand and based on importance and percentile weight, the item (Responsibility) gained the last rank, with an average of weighted means of (4.60) degree and percentile weight of (92%) which is less than the average of weighted means of other items. To compare the respondents categories with their agreement on the element of the suggested model, t-test was used with a calculated value of (3.352), which is more than the tabulated value of (2.132) at (0.05) significance level and (4) degrees of freedom. This refer to that there is significant differences between agreement score means of the respondents to a suggested elements of the model in the field of social qualifications. Hence, the hypothesis was accepted.

The agreement to the elements of qualifications field of Agricultural Ex. worker:

The suggested elements of qualifications were (4) elements, it gained weighted means in the range of (4.44-4.70) degree and percentile weight of (88.8-94%), therefore all elements are retained in the final form of the job description model as every element gained an average weight mean of agreement scores higher than the central premise of (3) scores, as shown in the table below:

Table- 6: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the elements of qualifications field in the suggested job description model.

Elements	Rankings	Wei. Arith. mean		Av. of Wei arith. mean	Percentile Wei.
		Ex. Admin.	Ex. workers		
1. Scientific qualifications	4	4.51	4.36	4.44	88.8
2. Physiological qualifications	2	4.77	4.58	4.68	93.6
3. Psychological qualifications	3	4.76	4.55	4.66	93.2
4. Social qualifications	1	4.81	4.58	4.70	94
Means of agreement scores on elements		4.71	4.52	4.62	92.4
		n = 155			

From table (6) showed that; the element of (Social qualifications) ranked the first place according to importance and percentile weight, with an average of weighted means of (4.750) degree and percentile weight of (95.4%), which is higher than the average of other elements.. While, the element of (Scientific qualification) came the last rankings comparing to other qualifications based on importance and percentile weight, with an average weighted means of (4.44) degree and percentile weight of (88.8%) which is less than the average weighted, To compare the respondents categories in term of their agreement on the elements of the suggested model, t-test was used with a calculated value of (1.376), which is less than the tabulated value of (1.943) at (0.05) significance level and (6) degrees of freedom. It refers that; this was no significant differences between agreement score means of the respondents to the suggested elements of the extension worker in job description model, thus the hypothesis is rejected.

The agreement to tasks field of a suggested model for job description:

Planning: The suggested items were (19), in the field of planning tasks gained weighted means in the range of (4.24-4.57) scores and percentile weight of (84.8-91.4%), therefore all items are retained in the final form of the job description model as every item gained an average weight mean of agreement scores higher than the central premise of (3) scores, as shown in the table below:

Table -7: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of planning tasks.

Elements	Fields	Items	Rankings	Wei. Arith. mean		Av. of Wei arith. mean	Percentile Wei.
				Ex. Admin.	Ext. workers		
Tasks (duties)	1. planning	1. Collecting data about agricultural issues in target area.	4	4.57	4.48	4.53	90.6
		2. Analyzing data collected.	7	4.63	4.37	4.50	90.0
		3. Determining problems and needs after analyzing data.	2	4.66	4.42	4.54	90.8
		4. Prioritizing problems and needs based on their importance.	4	4.63	4.43	4.53	90.6
		5. Determining educational objectives based on needs that previously identified.	9.5	4.54	4.34	4.44	88.8
		6. Determining the sources of information and data.	11	4.51	4.34	4.43	88.6
		7. Explaining the significance of extension program to clients.	4	4.60	4.45	4.53	90.6
		8. To introducing the planning committee members to their extension tasks and training the members of planning committee.	9.5	4.49	4.39	4.44	88.8
		9. Determining means and requirements of implementing the project or extension activity.	1	4.71	4.42	4.57	91.4
		10. Planning to find rural leadership.	12.5	4.43	4.33	4.38	87.6
		11. Preparing implementation plan.	6	4.69	4.35	4.52	90.4
		12. Set deadline to implement a project of extension activity.	17	4.37	4.33	4.35	87.0
		13. Depending on schedule of meetings and commit to it to complete planning process as planned.	12.5	4.46	4.29	4.38	87.6
		14. Writing the extension program document that includes a brief on the area, problems and suggested solutions.	12.5	4.43	4.32	4.38	87.6
		15. Allocating work based on specialization.	8	4.49	4.41	4.45	89.0
		16. Working on maintaining communication with middle and higher level of the organization.	18	4.37	4.30	4.34	86.8
		17. Knowing the range of supervision (extension coverage) suitable for extension workers.	16	4.43	4.30	4.37	87.4
		18. Helping and forming to farmers association in the area.	19	4.14	4.33	4.24	84.8
		19. Introducing rural people to the extension organization in the area.	12.5	4.43	4.33	4.38	87.6
		Means of respondents agreement scores on items		4.50	4.36	4.44	88.74

n = 155

From the table (7) showed that; the item (Determining means and requirements of implementing the project or extension activity) ranked the first place according to importance and percentile weight, with an average of weighted means of (4.57) degree and percentile weight of (91.4%), which is higher than the average of weighted means of other items. However, according to importance and percentile weight, the item (Helping and forming to farmers association in the area.) obtained the last rank, with an average of weighted means of (4.24%) degree and percentile weight of (84.8%) which is less than the average of weighted means of other items. This could be because forming farmer societies is less important compared to other duties of extension workers. The comparison of the respondents categories in term of their agreement on the elements of the suggested model, t-test was used with a calculated value of (4.670), which is more than the tabulated value of (2.44) at (0.01) significance level and (36) degrees of freedom. This refer to that; there was significant differences between agreement score means of respondents to the suggested elements of the model in the field of planning tasks, hence the hypothesis was accepted.

Organization: The suggested items were (12), in the field of organization tasks gained weighted means in the range of (4.32-4.61) degree and percentile weight of (86.4-92.2%), therefore all items are retained in the final form of the job description model as every item gained a weighted mean of agreement scores higher than the central premise of (3) scores, as shown in the table below:

Table -8: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of organization tasks.

Elements	Fields	Items	Rankings	Wei. Arith. mean		Av. of Wei arith. mean	Percentile Wei.
				Ext. Admin.	Ex. workers		
Tasks (duties)	2. Organization	1. Reporting the main issues in the area to extension office to study and discuss it.	4.5	4.60	4.44	4.52	90.4
		2. Organizing and managing the extension educational activities such as on-farm demonstrations, extension meetings, filed days,	2.5	4.63	4.42	4.53	90.6
		3. Organizing the available material and financial resources to incorporate them in planning process.	11	4.43	4.39	4.41	88.2
		4. Coordination with agricultural section staff.	10	4.54	4.38	4.46	89.2
		5. Coordination with other extension staff within district and other districts.	8.5	4.49	4.45	4.47	89.4
		6. Coordination with the local leaders.	6.5	4.54	4.44	4.49	89.8
		7. Coordination with local organization in the rural areas.	12	4.31	4.32	4.32	86.4
		8. Coordination with farmers to attend in the training courses.	2.5	4.60	4.45	4.53	90.6
		9. Establishing social relations with local leaders, staff and farmers.	6.5	4.54	4.43	4.49	89.8
		10. Establishing good work relation with supervisors, co-workers and other extension staff.	1	4.77	4.44	4.61	92.2
		11. Establishing the good relation to work with researchers and agricultural scholars.	4.5	4.66	4.38	4.52	90.4
		12. Enforcing and supporting the idea of development in agricultural sector for rural society.	8.5	4.54	4.40	4.47	89.4
		Means of respondents agreement scores on items		4.55	4.41	4.48	89.6

n = 155

In the table (8) explain that; the item (Establishing good work relation with supervisors, co-workers and other extension staff) was ranked the first place according to the importance and percentile weight, with an average of weighted means of (4.61) degree and percentile weight of (92.2%), which is higher than the average of weighted means of other items. However, according to the importance and percentile weight, the item (Coordination with local organization in the rural areas) which gained the last rank, with an average of weighted means of (4.32) and percentile weight of (86.4%) which is less than the average of weighted means of other items. This could be due to the small number of organizations in the villages. To compare the respondents categories in term of their agreement on the elements of the suggested model, t-test was used with a calculated value of (1.837), which is more than the tabulated value of (1.717) at (0.05) significance level and (22) degrees of freedom. This refer to that there was significant differences between agreement score means of respondents to the suggested elements of the model in the field of organization tasks, hence the hypothesis was accepted.

Implementation: The suggested items were (16), in the field of implementation tasks gained weighted means in the range of (4.33-4.65) degree and percentile weight of (86.6-93%), hence all items are retained in the final form of the job description model as every item gained a weighted mean of agreement scores higher than the central premise of (3) scores, as shown in the table below:

Table- 9: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items of implementation tasks.

Elements	Fields	Items	Rankings	Wei. Arith. mean		Av. of Wei arith. mean	Percentile Wei.
				Ex. Admin.	Ext. workers		
Tasks (duties)	3. implementation	1. Preparing the requirement of extension activities.	1	4.77	4.53	4.65	93.0
		2. Inviting farmers to attend in the extension activities.	2	4.66	4.56	4.61	92.2
		3. Training the farmers who carry out the extension activities.	3	4.63	4.55	4.59	91.8
		4. Encouraging and inciting farmers to participate in implementing the extension activities.	7	4.63	4.48	4.56	91.2
		5. Implementing the planned activities.	8.5	4.60	4.43	4.52	90.4
		6. Giving the farmers to participate in implementing and asking questions.	4.5	4.63	4.52	4.58	91.6
		7. Supervising the farmers in applying skills to be learned in extension activities.	10	4.60	4.39	4.50	90.0
		8. Correcting the mistakes which farmers do while applying skills.	6	4.66	4.48	4.57	91.4
		9. Determining the problems that arise during implementing tasks and solve them.	8.5	4.60	4.43	4.52	90.4
		10. Modifying plans in view of implementation process.	16	4.43	4.23	4.33	86.6
		11. Involving local leaders in implementation process.	15	4.46	4.43	4.45	89.0
		12. Benefitting from local leaders and experts in implementing extension programs.	13.5	4.54	4.40	4.47	89.4
		13. Communicating with researchers and experts to use their expertise and research results in implementing extension activities.	4.5	4.74	4.42	4.58	91.6
		14. Carrying out and conducting experiments by workers in research stations.	11.5	4.60	4.36	4.48	89.6
		15. Carrying out and testing research results by workers in farms.	13.5	4.51	4.42	4.47	89.4
		16. Delivering results to farmers.	11.5	4.46	4.50	4.48	89.6
		Means of respondents agreement scores on items		4.59	4.45	4.52	90.4
		n = 155					

From table (9) seen that the item (Preparing the requirement of extension activities) ranked the first place according to the importance and percentile weight, with an average of weighted means of (4.65) degree and percentile weight of (93%), which is higher than the average of weighted means of other items. However, according to importance and percentile weight, the item (Modifying the plan in view of implementation process) gained the last rank, with an average of weighted means of (4.33) degree and percentile weight of (86.6%) which is less than the average of weighted means of other items. This could be due to the belief of some respondents that modification requires more time which might not be available for some of them. To compare the respondents categories in term of their agreement on the elements of the suggested model, t-test

was used with a calculated value of (2.037), which is more than the tabulated value of (1.697) at (0.05) significance level and (30) degrees of freedom. This refer to that there is significant differences between agreement score means of respondents to the suggested elements of the model in the field of implementation tasks, hence the hypothesis is accepted.

Evaluation: The suggested items were (18), in the field of evaluation tasks gained weighted means in the range of (4.31-4.59) scores and percentile weight of (86.2-91.8%), hence all items are retained in the final form of the job description model as every item gained a weighted mean of agreement scores higher than the central premise of (3) scores, as shown in the table below:

Table- 10: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the items

Elements / Fields	Items	Rankings	Wei. Arith. mean		Av. of Wei arith. mean	Percentile Wei.
			Ext. Admin.	Ex. workers		
Tasks (duties) 4. Evaluation	1. Determining the purpose of evaluation process and which the results want to administration to get them behind it.	9	4.54	4.34	4.44	88.8
	2. Evaluating the results of extension programs based on the set of objectives.	6	4.54	4.40	4.47	89.4
	3. Following up and implementation the seasonal work plan.	3	4.57	4.46	4.52	90.4
	4. Evaluating the implementation process of extension program.	6	4.51	4.43	4.47	89.4
	5. Following up farmers on the benefit of the implemented extension activities.	2	4.57	4.48	4.53	90.6
	6. Measuring the level of adoption of targeted farmers.	17	4.34	4.29	4.32	86.4
	7. Measuring factors which affecting farmer's decisions.	16	4.37	4.29	4.33	86.6
	8. Measuring factors that related to new techniques and recommendations.	15	4.43	4.24	4.34	86.8
	9. Carrying out workers to write reports on extension activities in the area.	1	4.69	4.49	4.59	91.8
	10. Carrying out workers to evaluate extension methods and aids.	6	4.54	4.39	4.47	89.4
	11. Keep the available reports to be used at the extension administration, rural area's services, research institutes and the rest of other organization.	10	4.46	4.39	4.43	88.6
	12. Evaluating the final results of extension programs.	8	4.54	4.36	4.45	89.0
	13. Evaluating extension activities and determining the weaknesses.	11.5	4.43	4.41	4.42	88.4
	14. Determining standards and indices for evaluation.	18	4.34	4.28	4.31	86.2
	15. Benefiting from the result of the previous evaluations.	11.5	4.40	4.44	4.42	88.4
	16. Informing authorities which conducted of the evaluation results.	14	4.43	4.37	4.40	88.0
	17. Using the evaluation results for the future evaluation programs.	13	4.46	4.35	4.41	88.2
	18. Reviewing all of results which obtained from the evaluation and their effect on the future evaluations.	4	4.51	4.45	4.48	89.6
	Means of respondents agreement scores on items		4.48	4.38	4.43	88.6

n = 155

As it is seen from table (10) that the item (Carrying out workers to write reports on extension activities in the area) ranked the first place according to importance and percentile weight, with an average of weighted

means of (4.59) degree and percentile weight of (91.8%), which is higher than the average of weighted means of other items. However, according to importance and percentile weight, the item (Determining standards and indices for evaluation) gained the last rank, with an average of weighted means of (4.31) and percentile weight of (86.2%) which was less than the average of weighted means of other items. This could be due to the lack of standards and indices available for extension workers in order to carry on evaluation. To compare the respondents categories in term of their agreement on the elements of the suggested model, t-test was used with a calculated value of (1.084), which was less than the tabulated value of (1.690) at (0.05) significance level and (34) degrees of freedom. This refers that there was no significant differences between agreement score means of respondents to the suggested elements of the model in the field of evaluation tasks, hence the hypothesis was rejected.

The respondents Agreement to the elements of tasks field of the Agr.Ex. Workers:

Table- 11: The average weighted of arithmetic mean and percentile weight of respondents agreement scores on the elements of field tasks in the suggested model for job description.

Elements	*Rankings*	*Wei. Arith. mean*		*Av. of Wei arith. mean*	*Percentile Wei.*
		Ex. Admin.	*Ext. workers*		
1. Planning	*3.5*	*4.50*	*4.36*	*4.43*	*88.6*
2. Organization	*2*	*4.55*	*4.41*	*4.48*	*89.6*
3. Implementation	*1*	*4.59*	*4.45*	*4.52*	*90.4*
4. Evaluation	*3.5*	*4.48*	*4.38*	*4.43*	*88.6*
Means of respondents agreement scores on items		*4.53*	*4.40*	*4.47*	*89.3*

n = 155

As it is seen from table (11) that the element of (Implementation) ranked the first place according to the importance and percentile weight, with an average of weighted means of (4.52) and percentile weight of (90.4%), which is higher than the average of other elements. While the element of (Planning and Evaluation) came the last rankings comparing with other tasks based on the importance and percentile weight, with an average weighted means of (4.43) and percentile rank of (88.6%) which was less than the average of weighted means of other elements. As some respondents believe that there is no need for the tasks of planning and evaluation. To compare the respondents categories in term of their agreement on the elements of the suggested model, t-test was used with a calculated value of (2.538), which was more than the tabulated value of (1.943) at (0.05) significance level and (6) degrees of freedom. This refers that; there was significant differences between agreement score means of respondents to the suggested elements of the extension worker job description model, thus the hypothesis was accepted.

Conclusions:

Based on the results, the researcher concluded the following:

1. Respondents agreed on the suggested elements of job descriptions model for Agr. Ext workers, which showed to be appropriate for the extension work conditions in the Kurdistan Region of Iraq.

2. Lack of clarity of the Agri. Extension work of the workers because lack of duties in the job description for the Agr. Ext. workers in the Kurdistan Region.

3. The results showed that the element of social qualifications ranked first among qualifications, while scientific qualifications element ranked last ranking among all different qualifications. It is thus concluded that social qualifications considered as an important and urgent solutions for the agricultural problems in the work area more than scientific qualifications.

4. The results showed that the element of implementation tasks came in first ranking among tasks, while planning and evaluation elements came in last ranking among the different tasks. Hence, it is concluded that through the implementation process, mistakes in planning can be detected or that some respondents are not convinced of the importance of planning and evaluation tasks for the Agr. Ext. workers in the Kurdistan Region of Iraq.

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